



State Center Federation of Teachers, AFT Local 1533
1575 N. Van Ness Avenue, Fresno CA, 93728

A Professional Union Serving

State Center Community College District

Fresno City College, Reedley College, Clovis Community College, Madera CCC, Oakhurst CCC

Web site: www.scftunion.org

APPROVED MINUTES

August 31st, 2020

3:00 to 6:00: via Zoom.

1. Call to Order – 3:03

2. Roll Call / Introductions & Welcome.

Tad Ballew, Lacy Barnes, David Campos, Cynthia Elliot, Nelson Esparza, John Fitzer, Keith Ford, Paul Gilmore, Doug Gong, Roger Hitchcock, Maryam Jamali, William Mask, Kristina Miko, Bernadette Moordigian, Rebecca Nelson, Monique Quintana, Mike Stannard, Mark Trezza, Ria Williams

Guests: Inez Zuniga

Absent: Sean Boyd, Michael Eissinger, Gerard Johnson, Ronda Kelley, Janice Ledgerwood, Enid Perez, Tracy Teran

3. Closed Session. Personnel and Negotiation Matters (30 minutes)

3.1 Report from VP of COPE (those items not for open session)

3.2 Report from Grievance Committee (those items not for open session)

3.3 Report from Negotiation Committee (those items not for open session)

Business from closed session will be done under 6.1.

Before getting to the business of the meeting, Keith called for a moment of silence to honor Matt Trezza, Corkey Eissinger, and Eva Barajas.

4. Approval of Minutes:

May 27th, 2020 – **Motion to approve:** Mask, 2nd: Hitchcock – **approved** unanimously

July 20th, 2020 (Exec) **Motion to approve:** Mask, 2nd: Barnes – **approved** unanimously
with two abstentions

5. Discussion Items (30 minutes)

5.1 COVID-19

a. Bargaining/Negotiations Update (John and Keith)

1. Contract Extension (see attached)

John and Keith reported their happiness and relief that the District and the Local have agreed on a 1-year contract extension. For both the FT and PT

2. 20/21 Evaluations MOU (see attached)

Keith announced an agreement on the PT evals – those beyond their first three terms will have the option of a pedagogical discussion in which the instructor will walk their evaluator through their Canvas shell.

3. Low Enrolments and Load Banking for FT (pending)

Keith announced that some FT have had their loads short-changed this semester and will work overload next semester to even out the load across the year. Keith and John want to formalize load-banking and discuss with the district the possibility of load-banking year-to-year if there are significant enrollment problems. This is only preliminary discussion right now.

4. Dual Enrolment

Keith pointed out that DuE is helping right now – some disciplines have been able to take dual enrollment classes in order to make load. Doug Gong raised some concerns with scheduling – our term is a different length than K-12.

John raised the point that we need to be vigilant to be sure our adjuncts get first choice on Dual Enrollment courses before HS instructors are hired.

b. Spring Semester

1. Class Caps Resolution

Keith reported that we are continuing to work with the Senates and the ASGs to get a united front. Mike Stannard raised a concern about the class cap resolution when such caps are cannot be dealt with in the contract since we just signed an extension. The point was raised that the contract is silent on class caps anyway and that this emergency may have a silver lining in that it may force the entire district to begin to deal with this issue. It's a workload issue.

2. Deans and HS teachers taking load

Keith announced that we need to perhaps come up with an MOU that will prevent the Deans and HS teachers from taking LHE before our own faculty.

c. District Finances (Paul)

Paul drew attention to the year-end financial statement for the District. The original 2019-20 budget planned to spend down the reserve. It was supposed to go down from 46 million to 40 million. Instead, it went up to 72.9 million – in other words the reserve is 33 million higher than the district originally budgeted. Cash on hand also stands at 144 million.

d. Intellectual Property (Maryam)

Keith raised a concern that Maryam had brought up about intellectual property rights, especially for the PT instructors, whose contract has no intellectual property right clause. Keith suggested that folks upload their videos to Youtube and only link to it from Canvas.

5.2 SCFT Elections (Paul and Inez)

Paul announced that the ballots are mailed out. There is only one contested race – 5 candidates running for 3 open FCC PT At-Large positions.

Paul also thanked Inez for all of her work in managing the logistics of the election.

5.3 Leadership Survey: the Aftermath...

Keith announced that all of the comments are on the website. And we sent it to the Trustees. A good experience overall – we will be doing it again. There may have been a connection between this and the decision to postpone consideration of the chancellor's contract.

5.4 Bargaining Unit and Organizing Data (Inez and Keith)

Inez reported that the data is still from summer so unusual for PT folks. Still among PT we have 62% membership and among FT, we're at 88%. 67% total.

1. SEIU Equity Caravan #2 – Inez reported that this was kind of a flop – deserted downtown – awful air quality.
2. Migrating Data – on-going
3. Hustle and Board Action – This was cancelled b/c of delay in consideration of chancellor's contract.
4. CLC Labor Day Event: "Drive-Out" COVID Caravan – Inez will send out invite to this annual event for those interested. This year, it's a drive-through at FCC

5.5 Financial Update (Doug)

Doug reported on the latest information for our local's finances. The overall financials look good especially now that Keith is FT. Doug announced also that he will be meeting with the new CPA and will hopefully have the financial review completed by the end of September. Inez will be renting out one of the office spaces.

Lacy raised a question about political donations and the necessity of filing with the FEPC in a timely fashion.

5.6 AFT Convention (Lacy and Cynthia)

Lacy and Cynthia reported that the convention was an incredible production for something on-line. Great line-up of speakers. Beyond this, Lacy was chair of the higher ed committee. Voting is on-going for officers. Lacy encouraged others to go.

5.7 Upcoming Meetings and Actions?

1. Town Hall.
2. General Membership.

The suggestion was raised that we do a poll on issues that our membership think are most important.

Campos also raised the suggestion of a political endorsement meeting – that is, a meeting in which we discuss with the membership our reasons for endorsing particular candidates.

6. Action Items (20 minutes)

6.1 Vote to approve Strategic Plan detailed in Closed Session.

Motion to approve the strategic plan detailed in closed session: Mask 2nd: Gilmore – **Approved** with 9 yes, 1 no, and 2 abstentions.

6.2 Endorsement of Area X Candidate with initial financial pledge. – Omitted at the request of COPE.

6.3 Open for additions.

7. COPE (10 minutes)

7.1 Nelson to Report those items not covered in Closed Session – no report

8. Member/Committee Reports (30 minutes)

8.1 President (Keith) –

Report is emailed. Compensation for on-line migration. Keith will put out a poll about how much time was spent by faculty in moving their classes on-line in the Spring. Thanked folks for all their work doing grievance work and political work over the summer.

8.2 Chief Negotiator (John)

8.3 Executive Vice President (Paul)

8.4 Immediate Past-President (Lacy) – Helped facilitate a webinar on safe schools nationally.

8.5 Secretary/Treasurer (Doug)

8.6 Vice President of Grievance-CCC (Janice)

8.7 Vice President of Grievance-FCC (Mark) – Mark cheered Lacy and her work at the national level.

8.8 Vice President of Grievance-Reedley (John) – John echoed Mark's thanks to Lacy. He also discussed concerns that counselors are not getting their required breaks. There are problems also of faculty being asked to supervise other faculty.

8.9 Vice President of Academic Affairs-CCC (Roger Hitchcock) – Roger announced that Ryan Hirata is willing to step in for Cynthia's last year of her term. He also expressed a desire to have the budget information explained clearly. Lacy asked that we ask Aimee Shreck of AFT to do a training on how to read the budget.

8.10 Vice President of Academic Affairs-FCC (Ria Williams) – Ria announced that FCC's Strategic Planning Council is reorganizing. The admin is also asking for attendance for department meetings over the last 3 years.

8.11 Vice President of Academic Affairs-RC (William Mask)

8.12 Vice President COPE (Nelson Esparza) – Nelson thanked COPE folks for their work over the summer.

8.13 Federalist Editor (Mike S. / Leah) – Mike announced that he hopes for a Federalist by Mid-Sept.

8.14 Members-at-Large-PT (Bernadette, Kristina, Ronda, Maryam, Enid, Monique, Michael E., Tad)

8.15 Members-at-Large-FT (Karen, Rebecca, Gerard, David, Cynthia, Sean, Vacant) – Cynthia offered her appreciation of her time on the exec.

8.16 ED/O (Inez)

9. Good of the Order. Announcements. Future Agenda Items

Adjournment – 6:18